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going to be the demand for labor versus the supply. It's the law of supply and demand, very, very simple. Any state job is going to be slower to react. Any state function is going to be slower to react because they are bound by circumstances of our making. Now, they can shift money within their department, but we have to be alert to the fact that there is a high demand for labor. I have, I have to say, a good feeling towards the Norfolk Veterans' Home, which is going to be opening very shortly and we're going to bring that population up to the 145 that I mentioned when we were talking the other day. The money for that is now there beginning January the 1st. But filling these positions is very, very difficult. I can only use the example, I go to a doctor occasionally in Norfolk, he has four women in his office who are performing all sorts of a wide range of duties. Two of them are registered nurses. Why are they there? Well, because, number one, it's a day-time job. It is clean. It is less stressful. It is better paid. Is there a shortage of nurses, registered nurses? There certainly is. Is that one of the reasons? It certainly is. Do you blame the nurses? I certainly don't. I would go for the better money every time, especially when you have better circumstances, better working conditions. The thing we also have to bear in mind is that we have a duty to these veterans. Was mentioned that there are Korean War veterans here. I am one of those. There are a few World War II veterans still around. We buried one the other day up in Norfolk. He was paying about \$2,600 a month. These people are not there on a free ride unless they are indigent, and even then they're paying a good portion of their Social Security. So we have a double obligation: number one, the obligation conferred by their having done their duty; and, number two, are they...the duty to know that they are getting what they're being...what they're paying for. I think we have to continue to watch this and continue, above all, to let the administration know that this is a live issue. This is not something that's going to be allowed to coast. We have to keep continually alert, and I hope Business and Labor, Government Committee, Health and Human Services, if they want to gang up on the Health and Human Services or the administration in general I think we should help them, until we know for sure that these problems are being solved. Some of them have to be solved twice a month, but we have to keep at them. And, as I